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Message Text

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ACTION COME-00

INFO OCT-01 ARA-16 EUR-25 ADP-00 CIAE-00 EB-11 INR-10

LAB-06 NSAE-00 RSC-01 SIL-01 RSR-01 /072 W
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R 271520Z JUL 73
FM AMEMBASSY PARIS
TO SECSTATE WASHDC 2147
INFO AMCONSUL BORDEAUX
AMCONSUL LYON
AMCONSUL MARSEILLE
AMCONSUL STRASBOURG
AMCONSUL MARTINIQUE
AMCONSUL NICE

UNCLAS SECTION 1 OF 2 PARIS 20542

E.O. 11652:N/A
TAGS: PLAB
SUBJECT: GOVERNMENT MANPOWER PROGRAMS

REF: STATE 138691

1. SUMMARY. BY FAR GREATEST GOF EFFORT IN MANPOWER FIELD HAS BEEN DIRECTED TO TRAINING BOTH VOCATIONAL AND SOCIO-EDUCATIONAL. INNOVATION OF 1971 LAW ESTABLISHING WORKERS' ABILITY TO AVAIL THEMSELVES OF TRAINING PROGRAMS AS MATTER OF RIGHT AND NOT PRIVILEGE CONTINUES TO BE UNIQUE IN WESTERN WORLD. RECENTLY PARALLEL EFFORT HAS BEEN MADE TO PROMOTE JOB AND GEOGRAPHIC MOBILITY.

2. TRAINING PROGRAMS

A. UNDER IMPACT OF 1971 LAW ON RECURRENT EDUCATION 1.1 MILLION WORKERS, OR OVER 5 PER CENT OF ACTIVE POPULATION, PARTICIPATED IN TRAINING COURSES BROKEN DOWN AS FOLLOWS:

ORIENTATION TRAINING FOR YOUTH (UNDER 25) 92,000
RETRAINING 180,000
UPGRADING OF SKILLS 360,000
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CORRESPONDENCE COURSES 140,000

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SOCIAL AND EDUCATIONAL ENHANCEMENT 150,000
APPRENTICESHIP 222,000
B. COST OF TRAINING WAS 6. 0 BILLION FRS OF WHICH 2 BILLION PAID BY GOF BUDGET, 2 BILLION BY EMPLOYERS THROUGH CURRENT TAX 0.8 PER CENT OF PAYROLL (TO RISE TO 2 PER CENT BY 1976) AND 2 BILLION BY GOF FOR TRAINING OF CIVIL SERVANTS. THE COST FIGURE FOR 1973 IS ESTIMATED AT 7 BILLION OR O.75 PER CENT OF GNP.

3. NATIONAL EMPLOYMENT AGENCY (NEA)
A. NEA STATISTICS REVEAL FAIRLY IMPRESSIVE RECORD OF 1972 PLACEMENT OF 784,000 APPLICANTS, I.E. 40 PER CENT OF 1878,000 REGISTERED UNEMPLOYED AND 50 PER CENT OF 1600,000 REPORTED JOB VACANCIES. 1972 PLACEMENT FIGURE 22 PER CENT OVER 1971 AND INCLUDES 6,000 HANDICAPPED.
B. IN ADDITION NEA DISPENSED VOCATIONAL GUIDANCE IN 665,000 CASES WHICH RESULTED IN 154,000 APPLICANTS BEING REFERREND AND ADMITTED FOR VOCATIONAL TRAINING.
C. NEA BUDGET FOR 1972 WAS 151 MILLION FRANCS.

4. SOCIAL ACTION PROGRAMS FOR IMMIGRANT WORKERS (A-304, 27 APRIL 1973). SOME 600,000 FOREIGN WORKERS BENEFITED IN 1972 FROM FOLLOWING:
A. LOW COST HOUSING AT A COST OF ONE BILLION FRS OF WHICH 200 MILLION AS DIRECT SUBSIDY AND 800 MILLION IN FORM OF LOW OR NO INTEREST LOANS.
B. VARIOUS WELFARE AND TRAINING PROGRAMS (VOCATIONAL, FRENCH LANGUAGE, HOME ECONOMICS, ADJUSTMENT TO FRENCH ENVIRONMENT AND MODERN HOUSING) AT A COST OF 72 MILLION FRANCS..../.. IRWIN

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5. SPECIAL INCENTIVES TO PROMOTE MOBILITY (A-393, 23 MAY 1973)
A. UNEMPLOYED WHO MOVE TO JOBS LOCATED MINIMUM OF 12 MILES FROM OLD RESIDENCE ARE ENTITLED TO TRASNPORTATION AND HOUSEHOLD MOVING EXPENSES, RESETTLEMENT ALLOWANCE, TWO-HOUSEHOLD ALLOWANCE FOR PERIODS UP TO 6 MONTHS IF FAMILY UNABLE TO MOVE WITH SPONSOR.
B. SUPPLEMENTAL ALLOWANCES PAYABLE TO UNEMPLOYED WHO ACCEPTED JOBS PAYING LESS THAN LAST JOB FOR PERIODS UP TO ONE YEAR(6 MONTHS AT 90 PER CENT OF PREVIOUS PAY AND 6 MONTHS AT 75 PER CENT).
C. FREE FARES FOR PERSONAL INTERVIEWS BY PROSPECTIVE EMPLOYERS.
D. FREE FARES AND PER DIEM FOR PERSONAL VISITS TO AREAS LOCATED 60 MILES OR MORE FROM RESIDENCE TO ASSESS JOB OPPORTUNITIES ALREADY OFFERED.
E. "MOBILITY BONUS" PAYABLE TO OUNG WORKERS UNDER 26 WHOSE FIRST JOB REQUIRES THEM TO MOVE TO AT LEAST 20 MILES FROM PREVIOUS RESIDENCE. 15 MILLION FRANCS HAVE BEEN BUDGETED FOR THIS BONUS FOR 1973.
F. IN ORDER TO ENCOURAGE THE HIRING AND ON-THE-JOB TRAINING OF YOUNG AND UNESPERIENCED WORKERS, EMPLOYERS ARE OFFERED POSSIBILITY OF REIMBURSEMENT OF UP TO 55 PER CENT OF SALARIES PAID TO SUCH WORKERS AND OF TOTAL COST OF TRAINING INCLUDING AMORTISEMENT OF EQUIPMENT USED ESPECIALLY FOR SUCH TRAINING.
G. IN VIEW OF RECENT IMPLEMENTATION OF FOREGOING, THERE HAS
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BEEN NO TIME AVAILABLE TO DEVELOP STATISTICS OF BENEFICIARIES. IT IS ESTIMATED THAT NO MORE THAN 25,000 WORKERS ARE LIKELY TO QUALIFY AND BENEFIT FROM THESE PROGRAMS IN 1973 AND THAT MAJORITY WILL FALL IN CATEGORY E. ABOVE.

6. STRUCTURAL ALTERATION OF WORK ROUTINE
A. WHILE INTRODUCTION OF "FLEXTIME" FOR BOTH WHITE AND BLUE-COLLAR WORKERS IS MOST NOTABLE CURRENT EXPERIEMENTATION IN CHANGING WORK ROUTINES, IT AFFECTS ONLY SMALL NUMBERS (LESS THAN 50,000) AND FACES STRONG RESISTANCE FROM CIVIL SERVICE. FLEXTIME IMPLIES STRICTER CONTROL OF WORKTIME THAN PRESENTLY IN EFFECT IN PUBLIC SERVICE AND WHITE COLLAR WORKERS IN LARGE PRIVATE ORGANIZATIONS.
B. RAPIDLY GROWING AWARENESS ON PART OF EMPLOYERS THAT QUESTION OF QUALITY OF WORKING LIFE CLOSELY RELATED TO QUESTION OF WORKER PRODUCTIVITY AND LABOR COSTS PROMISES INCREASED IMPETUS FOR EXPERIMENTATION IN STRUCTURAL CHANGES OF WORK CONDITIONS. THIS TREND LIKELY TO BE ACCELERATED BY SIGNS THAT IMMIGRANT WORKERS NO LONGER DOCILE LABOR FORCE AND THAT THEIR NUMBERS (1.8 MILLION) VERY NEAR MAXIMUM FRENCH SOCIETY CAN TOLERATE WITHOUT SOCIAL TENSIONS. HENCE NEED FOR EMPLOYERS INCREASE

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LOWER RANGE OF JOBS WHICH COULD ATTRACT FRENCH WORKERS THROUGH EXPERIMENTATION IN "JOB ENRICHMENT" AND REDUCED SUPERVISION TO INCREASE AUTONOMY OF JOB ASSIGNMENTS.

7. LABOR MINISTRY SOURCES TOLD US THAT GOF BUDGET FOR 1974 WILL PROVIDE 20 MILLION FRS FOR SPECIAL PROGRAMS NOW BEING ELABORATED BY THE MINISTRY DESIGNED TO INCREASE EMPLOYMENT OPPOTUNITIES FOR CRITICAL GROUP OF YOUTH WHO COMPLETE FORMAL EDUCATION WITHOUT MARKETABLE SKILLS.IRWIN

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